



# Sustainability Strategy

2025-2035: Our Next Era of Impact

# A New Phase of Our Sustainability Journey

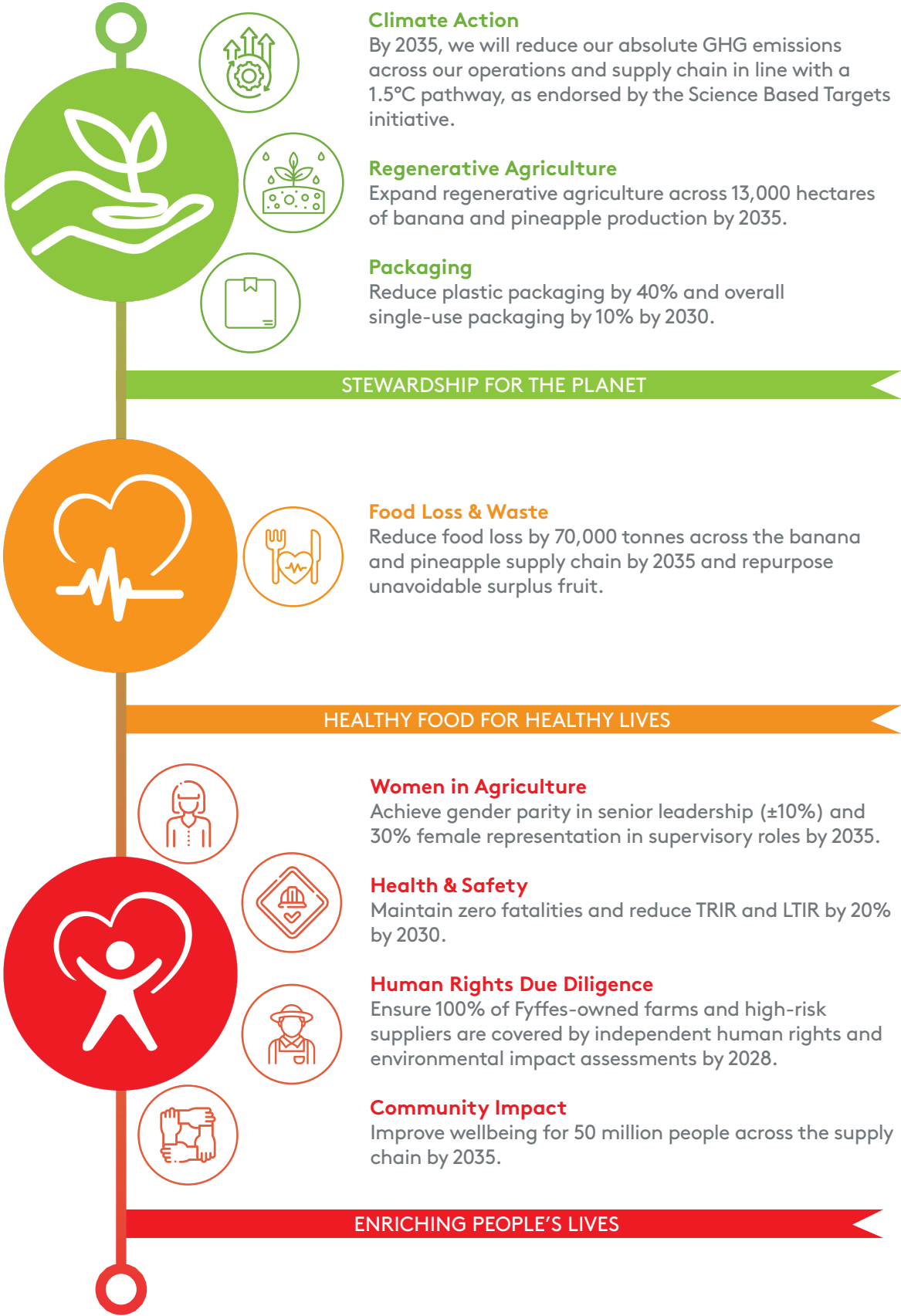
2026 marks the beginning of the second half of our initial 2030 Sustainability Strategy and a pivotal moment in its evolution. When we first defined our purpose—Shaping Wellbeing for the World—in 2020, we established a clear foundation built on ethical performance and the United Nations Sustainable Development Goals. Today, we are not simply tracking progress against milestones, we are building on strong delivery. Having achieved the majority of our 2025 targets and remaining firmly on track against our 2030 commitments (see infographic pg 4–5), we are now entering the next phase of ambition in response to an increasingly complex world. The escalating climate crisis, shifting geopolitical landscape, and evolving ESG regulatory environment require us to go further—moving beyond incremental improvement towards deeper resilience and regenerative impact.

This strategy therefore represents a step change in ambition, strengthening and extending our original direction. It integrates our existing 2030 goals while introducing new areas of focus, including regenerative agriculture and the advancement of women in agriculture. This evolution reflects the sustainability mindset now embedded across Fyffes, from logistics and human resources to our commercial and innovation teams. Our updated Sustainability Strategy is grounded in the principles of double materiality, recognising the interconnected relationship between the impacts Fyffes has on people and the planet, and the financial risks and opportunities to our business. In doing so, the strategy directly supports Fyffes’ alignment with the requirements of the EU Corporate Sustainability Reporting Directive (CSRD), embedding sustainability into governance, decision-making, and long-term business resilience.

As we look forward to 2035, we are applying the lessons and momentum of the past five years to build a strategy that is more integrated, more ambitious, and more future-focused. We invite our employees, suppliers, and customers to join us in continuing this journey—bridging the gap between where we are and where the planet needs us to be and ensuring we continue to shape wellbeing for generations to come.



# Our Sustainability Strategy



Our Progress Against Our Initial 2025-2030 Targets

-  Target surpassed
-  Target achieved
-  Target continuing to 2030
-  Target not achieved



\*\* mainly due to our melon business which occasioned a rebaseline exercise of the target





As a global leader in tropical fruit, we are committed to regenerative agriculture, reducing greenhouse gas emissions in line with a 1.5°C pathway, minimising food loss and waste, and advancing circular packaging solutions to support a healthier planet and more resilient food system.



### Climate Action

By 2035, reduce our absolute GHG emissions across our operations and supply chain in line with a 1.5°C pathway, endorsed by the Science Based Targets initiative:

- Reduce non-FLAG Scope 1 & 2 emissions by 42%
- Reduce non-FLAG Scope 3 emissions by 30%
- Reduce FLAG Scope 1, 2 & 3 emissions by 30.3%



### Regenerative Agriculture

Expand regenerative agriculture practices across 13,000 hectares of banana and pineapple production, including grower farms, by 2035 to strengthen soil health, biodiversity and long-term supply resilience.



### Packaging

By 2030, reduce plastic in packaging by 40% and overall single-use packaging materials by 10%, helping retailers meet packaging reduction and circularity goals.



### Food Loss & Waste

Reduce food loss across our banana and pineapple supply chain by 70,000 tonnes by 2035 while continuing to maximise the repurposing of unavoidable surplus fruit.

*Our GHG emissions reduction target has been sent to SBTi for review. Validation from SBTi is still in process.*



### Food Loss & Waste

Reduce food loss across our banana and pineapple supply chain by 70,000 tonnes by 2035 while continuing to maximise the repurposing of unavoidable surplus fruit.





**We are committed to upholding human rights and environmental standards, fostering safe, fair and inclusive workplaces, and creating lasting positive impact in our sourcing communities through health and nutrition, climate resilience, education, and gender equality initiatives.**



### Women in agriculture

Advance women in agriculture by achieving gender parity in senior leadership ( $\pm 10\%$ ) and at least 30% female representation in supervisory roles across operations by 2035.



### Health & Safety

Maintain zero fatalities and reduce workplace injury rates (TRIR and LTIR) by 20% by 2030, supporting safe and responsible production.



### Human Rights Due Diligence

By 2028, ensure 100% of Fyffes-owned farms and high-risk suppliers are covered by independent human rights and environmental impact assessments, with time-bound action plans to address identified risks.



### Community Impact

Improve wellbeing for 50 million people across our supply chain by 2035 through programmes focused on health and nutrition, climate resilience, education and gender equality.



## Turning Ambition into Lasting Impact

As we look toward the horizon of 2035, this realigned sustainability strategy serves as both our compass and our commitment. While the goals we have set are ambitious—ranging from a 50% reduction in Scope 1 and 2 emissions to achieving gender parity in leadership—they are not isolated targets. They are the essential components of a holistic business model that recognises that the health of our company is inextricably linked to the health of our planet and the prosperity of our people. By integrating our original 2030 milestones into this updated framework, we have ensured continuity while accelerating our pace in the areas that matter most: climate action, social equity, and ecosystem restoration.

Our journey through the next decade will be defined by how we do things as much as what we do. It will be defined by the 50 million people whose lives we aim to improve in our sourcing regions and the 13,000 hectares of land we will transition to regenerative practices. It will be seen in the advancement of women in agriculture and the achievement of an 80% Inclusion Index across our global operations. We are committed to maintaining the transparency our customers expect, even as global standards fluctuate, ensuring that every piece of fruit we sell carries with it a story of dignity and environmental stewardship.

The path ahead remains uncertain, yet the progress we have made since 2020 proves that when sustainability is embedded into our strategy, it becomes a catalyst for innovation rather than a burden of compliance. As we move forward, we do so with the understanding that Shaping Wellbeing for the World is a perpetual mission. Together with our suppliers, our retail partners, and the millions of consumers who choose Fyffes, we will continue to build a legacy of resilience, ensuring a vibrant and sustainable future for the communities we serve and the planet we share.



For more information, visit us at [fyffes.com/sustainability](https://fyffes.com/sustainability).





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